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COLLEGE FOR ENLISTED PROFESSIONAL MILITARY EDUCATION

Col Michael Gegg, Commander
CMSgt Ralph Jennings, Vice Commandant

Internet Address
<http://www.maxwell.af.mil/au/cepme/college.htm>

Mission: *Provide the continuum of education necessary for the Air Force to develop the best enlisted leaders in the world.*

The College for Enlisted Professional Military Education (CEPME) was activated 15 December 1993. The college is responsible for the instructional programs and faculty development for the airman leadership schools (ALS), noncommissioned officer academies (NCOA), and the Air Force Senior Noncommissioned Officer Academy (AFSNCOA). These schools graduate approximately 27,500 students annually. The college conducts studies of enlisted professional military education (EPME) issues and advises Air Force leadership on EPME matters.

Goal: Expand the leadership ability of enlisted leaders and strengthen their commitment to the profession of arms by integrating sound leadership, communication skills, and military studies principles and concepts throughout the ALS, NCOA, and AFSNCOA curricula.

CEPME implements its missions and goals through its resident programs and distance learning programs. The major components of CEPME are the Educational Programs Cadre (EPC), the AFSNCOA, nine NCOAs located in the continental United States (CONUS), and the Air Force Enlisted Heritage Research Institute (AFEHRI).

Educational Programs Cadre

Dr. Doug Savell, Dean

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EPC was created in 1993 by reorganizing the USAF Enlisted PME Support Center at Maxwell AFB, Alabama, and the USAF Senior NCO Academy Curriculum and Evaluation Directorates. EPC provides educational programs supported by the Continuum of Education to

prepare enlisted personnel for increased responsibilities. EPC is comprised of the dean; the Educational Directorate, consisting of three instructional design teams; Profession of Arms, Leadership, and Communication Skills; and the Operations Directorate consisting of Data Analysis, Operations and Training, Interactive Courseware Development, and Plans and Programs. Additionally, an Air National Guard (ANG) liaison, a training NCO, and an administrative staff are assigned to EPC. EPC develops, validates, and evaluates the curriculum for resident and distance learning programs and formulates policies and procedures governing operations at all EPME schools located worldwide. EPC is responsible for developing, standardizing, and assuring the effectiveness of all EPME programs for the USAF. EPC is the office of chief responsibility for the 8T000 Career Field Education and Training Plan (CFETP) as well as the Community College of the Air Force (CCAF) point of contact for all CEPME schools. The EPC staff provides technology assistance and password protected Web access for all EPME schools to ensure rapid updates of policies, procedures, and curriculum. The EPC develops and manages distance learning courses for each level of EPME and designs and teaches the EPME Instructor Course to orient new instructors assigned to ALS, NCOA, and AFSNCOA programs.

Air Force Senior Noncommissioned Officer Academy

CMSgt Roger Ball, Commandant

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The Air Force established the AFSNCOA in 1972 to fill a void in professional military education (PME) for AF senior NCOs. In January 1973, the academy began its first class with 120 senior NCOs and a curriculum divided into two major areas: military environment and military management. Presently, the academy has an annual enrollment of over 1,800 senior NCOs, chief petty officers, and international senior NCOs. Offering instruction in three major areas, the AFSNCOA is the capstone of enlisted PME.

The instruction provided by the AFSNCOA makes a positive impact on the careers of its graduates. Eight academy graduates have served as the chief master sergeant of the Air Force—Thomas N. Barnes, James M. McCoy, Arthur L. Andrews, Sam E. Parish, James C. Binnicker, David J. Campanale, Eric Benken, and Frederick J. Finch. Most command chief master sergeants are also academy alumni.

Mission: *Expand the leadership capabilities of senior enlisted leaders and reinforce a commitment to the profession of arms.*

Goal: Conduct a relevant and rigorous educational program contributing to the professional development and motivation of senior NCOs.

Eligibility: Air Force and selected AFRes and ANG senior NCOs attend the academy in residence. Selected Army, Navy, Coast Guard, and international military personnel also attend on a limited basis. Active duty AF personnel must have at least one-year retainability following graduation, and this course must be completed before they can be promoted to chief master sergeant.

Resident Curriculum

The academy's philosophy is that senior enlisted leaders have the need and desire for advanced PME to assist them in fulfilling their expanding leadership and management roles. The senior EPME program is based on sound educational principles with high academic standards. It strives to satisfy student needs with individualized instruction where possible.

Curriculum Summary

Instructional Area	Academic Hours
Profession of Arms	72
Communication Skills	38
Leadership and Management	102
Collateral Curriculum	19
Commandant's Time	9
TOTAL	240

Duration and Quota. The AFSNCOA conducts five, 30 academic-day resident classes each year with a student quota of 360 per class.

Selection. The Air Force Military Personnel Center identifies and notifies active duty students for attendance. AF students must meet all AF standards. Students from other services must meet their service's standards. Complete eligibility and selection criteria can be found in AFI 36-2301, *Professional Military Education* and on-line at the Air Force Education and Training Course Announcements (ETCA) (<https://etca.keesler.af.mil>).

Academic Credit. The AFSNCOA is affiliated through CEPME to CCAF, which is accredited by the Commission on Colleges of the

Southern Association of Colleges and Schools. Graduates of the resident course are currently awarded nine semester hours of undergraduate credit from the CCAF.

Noncommissioned Officer Academies

In October 1993, a Headquarters USAF program action directive ordered the transfer of the 10 CONUS NCO academies from AF major air commands (MAJCOM) to Air Education and Training Command (AETC). In November 1993, AETC assigned these academies to the newly formed CEPME. Currently, nine NCO academies aligned under CEPME operate in CONUS at Goodfellow, Gunter, Keesler, Kirtland, Lackland, McGuire, Peterson, Robins, and Tyndall Air Force bases. An NCO academy, located at McGhee Tyson Airport, Knoxville, Tennessee, is under the functional control of the ANG. Air Force MAJCOMs overseas operate their own academies. Pacific Air Forces (PACAF) has three academies located at Elmendorf AFB, Alaska; Kadena AB, Okinawa, Japan; and Hickam AFB, Hawaii. US Air Forces, Europe, has one academy at Kapaun AS, Germany.

Mission: *Provide PME to prepare NCOs for positions of greater responsibility by broadening their leadership and supervisory skills and expanding their perspective of the military profession.*

Goal: Furnish an environment for students to gain an understanding of their positions in the military structure and develop the skills necessary for effectiveness in those supervisory positions.

Eligibility: Students are technical sergeants and technical sergeant selects with six months of retainability upon completion of the NCOA. Students must complete the NCOA before they assume the grade of master sergeant.

Resident Curriculum

The NCO Academy 220-hour curriculum consists of three academic areas—profession of arms, communication skills, and leadership. The principal method of instruction used at this level of EPME is the guided discussion.

Curriculum Summary

Instructional Area	Academic Hours
Profession of Arms	46
Communication Skills	53
Leadership and Management	100
Collateral Curriculum	12
Commandant's Time	9
TOTAL	220

Duration and Quota. The NCOA is conducted at 14 locations worldwide and most NCOAs operated seven classes per year. This is a 28-academic-day course, and quotas are distributed by each MAJCOM annually.

Selection. Students are selected based on the eligibility criteria outlined in the ETCA and AFI 36-2301, *Professional Military Education*. Local MPFs manage this process for each base.

Academic Credit. The nine CONUS NCO academies are affiliated through CEPME to the CCAF, which is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools. Overseas NCOAs and the ANG NCOA located at McGhee Tyson Airport are affiliated directly with CCAF. All graduates of the resident course currently receive 11 semester hours of undergraduate credit with CCAF.

Airman Leadership School

In April 1991, the AF directed that Headquarters AU establish the Airman Leadership School (ALS) program. On 1 October 1991, a new and standardized program came on-line to teach senior airmen PME. The stand up of the new ALS discontinued the Noncommissioned Officer Preparatory Course (NCOPC) and the Noncommissioned Officer Leadership School (NCOLS) programs. ALS became the first of three PME programs that enlisted professionals attend during their AF careers. Functional responsibility for each ALS rests with the local Mission Support Squadron.

Mission: *Prepare AF personnel in the rank of senior airmen for supervisory duties and foster a commitment to the profession of arms.*

Goal: Provide senior airmen an opportunity to more fully understand their position in the USAF organizational structure and the continued need for professional development to be effective NCOs.

Eligibility: Students are senior airmen or staff sergeant selects with 48 months time in service and six months retainability in the Air Force upon graduation. ALS completion is required before attaining the rank of staff sergeant.

Resident Curriculum

ALS consists of 191 curriculum hours conducted over 24 academic days at 76 locations worldwide. The primary instructional methodology is the guided discussion. Instruction covers three broad academic areas including profession of arms, communication skills, and leadership. Flight Chief's Time and Collateral Curriculum round out the course.

Curriculum Summary

Instructional Area	Academic Hours
Profession of Arms	47
Communication Skills	45
Leadership and Management	83
Collateral Curriculum	10
Flight Chief's Time	6
TOTAL	191

Duration and Quota. The ALS is conducted at 68 active duty AF bases worldwide and eight ANG bases located in the CONUS. This is a 24-academic-day course, and most ALS's operate eight classes per year. Quotas are locally assigned based on the eligible population.

Selection. Students are selected based on the eligibility criteria outlined in the ETCA and AFI 36-2301, *Professional Military Education*. Once selected, attendance is mandatory. Local MPFs work directly with each ALS to ensure eligible students are selected.

Academic Credit

All ALSs are individually affiliated with the CCAF, which is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools. Graduates of the resident course currently receive

nine semester hours of undergraduate college credit with CCAF. CCAF is automatically notified of class graduations for update of CCAF records and transcripts.

Enlisted Professional Military Education Instructor Course

The Enlisted Professional Military Education Instructor Course (EPMEIC) indoctrinates new instructors, flight chiefs, directors of education, or commandants being assigned to an ALS, NCOA, or the AFSNCOA.

Mission: *To indoctrinate entry-level instructors into the field of EPME.*

Goal: To help instructors understand how the EPME curriculum builds a stronger enlisted force and to help them apply specific managerial skills to the academic environment.

Eligibility: Students must be graduates of Academic Instructor School (AIS), and attendance is required for all newly assigned EPME instructors. Headquarters AF Personnel Center (AFPC) selects students based on AIS attendance.

Resident Curriculum

The four-day course provides students an understanding regarding the relationship between EMPE at specific career points and a stronger enlisted force. During the course, students receive an orientation of the resident EPME curricula, classroom management techniques, and EPME policies and procedures.

Curriculum Summary

CEPME	Instructor Responsibilities
Organizational Structure	Contemporary Educational Issues
Professionalism for the PME	Program Specific Curriculum
Instructor	Issue
Test Item Analysis	Course Design
Career Field Education and	ALS/NCOA/SNCOA Profession of
Training Plan (CFETP)	Arms Structure
Writing Evaluation Workshop	ALS/NCOA/SNCOA
Speaking Evaluation Workshop	Communication Skills
Case Studies Workshop	Structure
Validation/Lesson Change	ALS/NCOA/SNCOA Leadership
Process	Structure
Procedural Guidance	
Evaluating Communication	
Skills	

Duration and Quota. The four-day EPMEIC is offered six to seven times per year, serving approximately 130 students per fiscal year. The course is conducted immediately following graduation from AIS. The EPC staff instructs this course in-house at Headquarters CEPME, Maxwell AFB–Gunter Annex.

Academic Credit

No academic credit is awarded for the EPMEIC.

CEPME Distance Learning

The College for Enlisted Professional Military Education provides distance or distributed learning opportunities to the AF enlisted corps.

AFSNCOA Distance-Learning Courses

AFIADL Course 00005. The AFSNCOA distance learning (DL) course on CD-ROM consists of five modules: Profession of Arms, Behavior Analysis, Human Resource Development, Organizational Management, and Communication Skills. There are five objective, multiple-choice tests. The Profession of Arms module is also evaluated using a survey and is designed to reinforce USAF airman identity.

NCO Academy Distance Learning Course

AFIADL Course 00006. The curriculum of the NCO Academy DL course consists of four volumes addressing communication skills, military studies, leadership and management principles, and quality of life.

Airman Leadership School Distance Learning Course

AFIADL Course 00001. The curriculum of the ALS DL course covers the profession of arms, leadership and communication skills/principles for first-line supervisors.

Eligibility

Eligibility criteria, course responsibilities, and academic credit are outlined in the on-line *Air Force Institute for Advanced Distributed Learning Catalog* (<http://www.maxwell.af.mil/au/afiadl/curriculum/catalog/html/contents04-01.htm>).

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